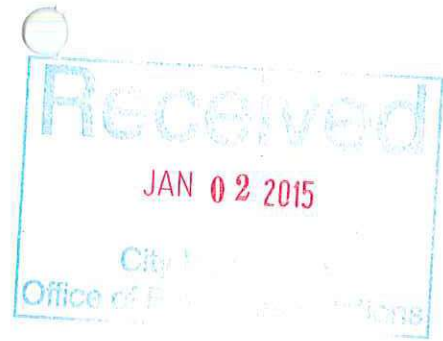


CARROLL BURDICK

Carroll, Burdick & McDonough LLP
44 Montgomery Street
Suite 400
San Francisco, CA
94104-4606

+1.415.989.5900
+1.415.989.0932 Fax
www.cbmlaw.com

December 30, 2014



Gregg McLean Adam
Direct Dial: 415.743.2534
gadam@cbmlaw.com

VIA E-MAIL AND U.S. MAIL

Jennifer Schembri
Deputy Director Employee Relations
Office of the City Manager
City of San Jose
200 E Santa Clara St
San Jose, CA 95113
E-Mail: Jennifer.schembri@sanjoseca.gov

Re: San Jose Police Department's Mandatory Overtime Proposal
File No.: 034862

Dear Jennifer:

Thank you for your December 1 letter concerning the Police Department's "Overtime Scheduling Plan." We appreciate your patience; as you know, the POA is itself in a transition.

The POA is willing to meet with the City and the Department about these "potential procedures for overtime scheduling." To be clear, however, our willingness to meet to discuss this proposal shall not be prejudicial to our claims that the provisions pertaining to the scheduling of overtime are subject to the parties' Memorandum of Agreement.

In addition, prior to meeting, we would like to receive copies of the following materials:

- All current overtime-related procedures;
- Budgeted overtime in the current year and actual overtime usage;
- Proportion of 2014-15 overtime paid in CTO versus cash;
- The Police Department's remaining budgeted amounts for cash overtime;

CBM-SF\SF646056-1

Jennifer Schembri

Re: San Jose Police Department's Mandatory Overtime Proposal

December 30, 2014

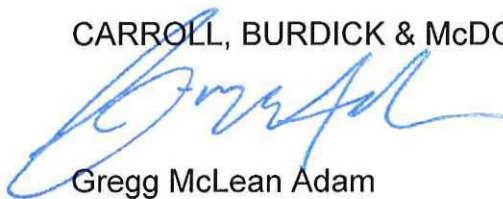
Page 2

- The current staffing numbers and projections from the Police Department;
- Any staffing improvement plans, including but not limited to the plans approved by the City Council
- A list of the funding sources for the additional overtime contemplated in the schedule

Please coordinate scheduling of this meeting through Janine Olier.

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP



Gregg McLean Adam

GMA:jo

cc: Edgardo Garcia, Assistant Chief of Police
Jim Unland, President
John Robb, Vice President
Franco Vado, Chief Financial Officer
Paul Kelly, President-Elect
James Gonzales, Vice President-Elect